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CONFIRMATORY ANALYSIS ON MORALE OF WOMEN EMPLOYEES IN UNORGANISED SECTOR ON WORK OUTCOMES

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ABSTRACT

In the unorganized sector women employees face numerous problems. The related review has expose the common problem faced by the women employees in the unorganized sector such as, employees suffer from excessive seasonality of employment, lack of formal employer-employee relationship and inadequate social security protection. Moreover, the unorganised enterprises could be distinguished from formal sector like no paid leave, no written job contract, and no social security to the workers. Some of the issues which is prevailed within the unorganized sector has affect the entire morality of the organization among the women employees. This research paper has attempt to analyse impact of women employee morality factor on employees' job satisfaction, retention and belongingness in Tiruchirappali district.

INTRODUCTION

Morale is defined as the total satisfaction that a person derives from his job, the prevailing atmosphere and the factors that appeal to his individual propensities. It's a summary of attitudes and feelings that constitute a reserve of physical and mental strength including factors like self-confidence, optimism and a positive mental attitude. Morale is almost like an invisible element which determines the success or failure of an organization. Human Resource is considered to be the valuable resources of any organization. It may be defined as an attitude of satisfaction with the desire to strive for the goals of a particular group. Morale is purely emotional. It is not a static thing it changes depending upon

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working conditions. It is the vital ingredient for the organization success. Employee morale is directly associated with employee retention because the employees who feel a high level of job satisfaction tend to remain and work for the organization. The ultimate of high employee morale leads the employee feeling of Belongingness.

1.1 Women Employee's Morality Attributes

The related review of literature and research project has commonly highlighted some of basis women employees' morality attributes. This are namely: Work hours, Work Load and pressure, Pay and Rewards, Appreciation, Incentives, Communication, Development & Progress, Treatment of Individual, Sup. Consideration, Encourage Balance, Work Place Flexibility, Respect Work Life Balance, Organizational Structure, Self-expression, Suitable Work, Self-respect, Safe Working Condition, Quality of Equipment, Enjoy Longest Tenure, Highest Labour Grades, Pride in Group & Status, Pride in the Recognition, Growth & Advancement, Steady Work, Responsibility, Accountability, Job Content, Compatibility with Fellow, Chain of Command and Working Rights.

METHODOLOGY

For this study descriptive research designs are used. This study was conducted among the women employees employed in various unorganized sector at Tiruchirappalli District. Snowball sampling was used for selection the sample respondents for primary data collection. The study is primarily based upon primary data collected from a structured survey through questionnaire. The survey was administered on 600 women employees working at various job categories in unorganized sector at Tiruchirappalli District. To ascertain the morality of women employees are measured with Likert's 5- point scale. (scale range 1-5 represents '1' Totally Unacceptable and '5' as Perfectly Acceptable. The Confirmatory factor analysis is used to identify the factors that emerger to predict the morale of women employee working in an unorganized sector as well as its impact on r. To test the suitability of the data for confirmatory analysis, the following steps have been taken. The confirmatory analysis was done with relevant model fit are correct to carry out further analyses.

Table – 1: *Summary of Model Fit Indices for the Proposed Model*

Indicator	CMIN	RMSEA	SRMR	CFI	NFI	TLI	PNFI	PCFE
Obtained fit indices	1.53	0.029	0.028	0.943	0.925	0.912	0.808	0.812

2.1 Moral Factor of Women Employees Working in Unorganized Sector:

Core Factor: The Core Factor include the convenient and statutory Working hours for women employees working various job category in unorganized sector. The reasonal work load must be followed by the company without a work pressure. It is also important that the payment and reward system for women employees must geniuven as well as without bios between the gender classification. the core factor includes the well-established communication between employer and employee within the organization.

Reward Factor: The second factor has emerged with five women employees' morality attributes. Longest working hours has created a numerous problem in the job outcomes. However, if the working environment has well and if they feel of their belongingness has a positive approach for worker enjoy a longest tenure and they feel higher labour grades. The result of higher employee morality has reflected on their growth and advancement in the job. This will enjoy the workers by promoting their pride in the recognition as well as in group status.

Liberal Factor: The liberalization enjoy by the employee within the organization has best job outcomes such as satisfaction and commitment. The pattern matrix has sort out five women employees' attributes come under liberal factor. It includes, supervisor consideration and help with in the work, the orgnisational approach for balanced work life, more work place flexibility and more on self-expression has all crate a good organizational output.

Recognize Factor: Responsibility and accountably is important for any type of job. Which organizational structure has clearly lay down the organizational structure that organization have definitely successful. In an organizational structure very clearly define the responsibility and accountability of their employee in their job. It is reflected in their work by the way of concentrating in their work.

Regulating Factor: The regulatory factor includes chain of command within the organization, the compatibility with fellow worker, the nature of job content which is suit to the requirement of employee and moreover the leadership acceptance and reorganization over the working rights.

Security Factor: The security factor is not mean of providing a secure job content to their employee. Whereas, it includes, self-respect within in the organization, safe working condition and suitable work.

Esteem Factor: It is important for an organization in what way it perceived their employees' dignity. Treatment of each employee of their own respect and provide a quality of equipment needed to carry out their work at most satisfaction, it includes physical equipments and ultimately the organization must give a scope for each employees for their development and progress in their work.

Table – 2: *Impact of Moral Factor on Overall Morality of Women Employees*

Response	Predicted	Unstandardised Reg. weights	S.E.	C.R.	P	Standardised Reg. weights
Overall Women Employee Moral	F5 Regulating Factor	.584	.105	5.586	***	.357
	F1 Core Factor	.182	.072	2.523	.012	.111
	F2 Reward Factor	.072	.073	.994	.320	.044
	F3 Liberal Factor	-.102	.075	-1.365	.172	-.063
	F4 Recognize Factor	1.127	.143	7.870	***	.689
	F6 Security Factor	-.131	.073	-1.779	.075	-.080
	F7 Esteem Factor	.025	.078	.319	.750	.015

The probability of getting a critical ratio as large as 7.868 in absolute value is less than 0.001. In other words, the regression weight for **F4 (Recognize Factor)** in the prediction of **Morale** is significantly different from zero at the 0.001 level (two-tailed). It is estimated that When **F4(Recognize Factor)** goes up by 1 standard deviation, **Morale** goes up by 0.689 standard deviations. The probability of getting a critical ratio as large as 5.585 in absolute value is less than 0.001. In other words, the regression weight for **F5 (Regulating Factor)** in the prediction of **Morale** is significantly different from zero at the 0.001 level (two-tailed). It is predicted that When **F5 (Regulating Factor)** goes up by 1 standard deviation, **Morale** goes up by 0.357 standard deviations. The probability of getting a critical ratio as large as 2.522 in absolute value is .012. In other words, the regression weight for **F1 (Core Factor)** in the prediction of **Morale** is significantly different from zero at the 0.05 level (two-tailed). When **F1(Core Factor)** goes up by 1 standard deviation, **Morale** goes up by 0.111 standard deviations. The probability of getting a critical ratio as large as 1.778 in absolute value is .075. In other words, the regression weight for **F6 (Security Factor)** in the prediction of **Morale** is not significantly different from zero at the 0.05 level (two-tailed). It is predicted that When **F6 (Security Factor)** goes up by 1 standard deviation, **Morale** goes down by 0.08 standard deviations.

The probability of getting a critical ratio as large as 1.365 in absolute value is .172. In other words, the regression weight for **F3 (Liberal Factor)** in the prediction of **Morale** is not significantly different from zero at the 0.05 level (two-tailed). It is estimated that When **F3 (Liberal Factor)** goes up by 1 standard deviation, **Morale** goes down by 0.063 standard deviations.

Table – 3: *Impact of Core variables on Core Factor of Morality of Women Employee*

Response	Predicted	Unstandardised Reg. weights	S.E.	C.R.	P	Standardised Reg. weights
V1 Work hours	Core Factor	.861	.039	21.918	***	.786
V2 Work Load and pressure		.852	.040	21.240	***	.769
V3 Pay and Rewards		.824	.043	19.159	***	.714
V5 Incentives		.950	.046	20.616	***	.753
V6 Communication		.789	.042	18.835	***	.705
V4 Appreciation		.813	.044	18.397	***	.693

The probability of getting a critical ratio as large as 21.915 in absolute value is less than 0.001. In other words, the regression weight for **F1** in the prediction of **V1 Working Hours** is significantly different from zero at the 0.001 level (two-tailed). It is observed that When **F1 (Core Factor)** goes up by 1 standard deviation, **V1 Working Hours** goes up by 0.786 standard deviations. The probability of getting a critical ratio as large as 21.240 in absolute value is less than 0.001. In other words, the regression weight for **F1 (Core Factor)** in the prediction of **V2 Work Load and Work Pressure** is significantly different from zero at the 0.001 level (two-tailed). It is estimated that When **F1 (Core Factor)** goes up by 1 standard deviation, **V2 Work Load and Work Pressure** goes up by 0.769 standard deviations.

Table – 4: *Impact of Reward Variables on Reward Factor of Morality of Women Employee*

Response	Predicted	Unstandardised Reg. weights	S.E.	C.R.	P	Standardised Reg. weights
V19 Enjoy longest tenure	Reward Factor	.716	.043	16.715	***	.671
V20 Highest Labour Grades		.419	.047	8.935	***	.387
V22 Pride in the recognition		.920	.048	19.317	***	.757
V21 Pride in group & status		.950	.047	20.314	***	.789
V23 growth & advancement		.539	.045	11.964	***	.506

The probability of getting a critical ratio as large as 20.31 in absolute value is less than 0.001. In other words, the regression weight for **F2 (Reward Factor)** in the prediction of **V21 Pride in Group & Status** is significantly different from zero at the 0.001 level (two-tailed). It is estimated that When **F2 (Reward Factor)** goes up by 1 standard deviation, **V21 Pride in Group & Status** goes up by 0.789 standard deviations. The probability of getting a critical ratio as large as 19.314 in absolute value is less than 0.001. In other words, the regression weight for **F2 (Reward Factor)** in the prediction of **V22 Growth & Advancement** is significantly different from zero at the 0.001 level (two-tailed). It is observed that When **F2(Reward Factor)** goes up by 1 standard deviation, **V22 Growth & Advancement** goes up by 0.757 standard deviations.

Table – 5: *Impact of Liberal Variables on Liberal Factor of Morality of Women Employee*

Response	Predicted	Unstandardised Reg. Weights	S.E.	C.R.	P	Standardised Reg. Weights
V9 Sup. Consideration	Liberal Factor	.515	.046	11.194	***	.488
V10 Encourage Balance		.777	.045	17.330	***	.709
V11 Work place Flexibility		.674	.047	14.299	***	.603
V12 Respect work life balance		.664	.046	14.378	***	.606
V14 Self expression		.551	.044	12.398	***	.534
V13 Organizational Structure		.687	.047	14.697	***	.618

The probability of getting a critical ratio as large as 17.327 in absolute value is less than 0.001. In other words, the regression weight for **F3 (Liberal Factor)** in the prediction of **V10 Encourage Balance** is significantly different from zero at the 0.001 level (two-tailed). It is estimated that When **F3 (Liberal Factor)** goes up by 1 standard deviation, **V10 Encourage Balance** goes up by 0.709 standard deviations. The probability of getting a critical ratio as large as 14.695 in absolute value is less than 0.001. In other words, the regression weight for **F3 (Liberal Factor)** in the prediction of **V13 Organizational Structure** is significantly different from zero at the 0.001 level (two-tailed). It is predicted

that When **F3 (Liberal Factor)** goes up by 1 standard deviation, **V13 Organizational Structure** goes up by 0.618 standard deviations.

Table – 6: *Impact of Recognize Variables on Recognize Factor of Morality of Women Employee*

Response	Predicted	Unstandardised Reg. weights	S.E.	C.R.	P	Standardised Reg. weights
V24 Steady work	Recognize Factor	.571	.039	14.681	***	.623
V25 Responsibility		.757	.044	17.131	***	.715
V26 Accountability		.818	.048	17.135	***	.715

The probability of getting a critical ratio as large as 17.128 in absolute value is less than 0.001. In other words, the regression weight for **F4 (Recognize Factor)** in the prediction of **V25 Responsibility** is significantly different from zero at the 0.001 level (two-tailed). It is estimated that When **F4 (Recognize Factor)** goes up by 1 standard deviation, **V25 Responsibility** goes up by 0.715 standard deviations. The probability of getting a critical ratio as large as 17.131 in absolute value is less than 0.001. In other words, the regression weight for **F4 (Recognize Factor)** in the prediction of **V26 Accountability** is significantly different from zero at the 0.001 level (two-tailed). It is predicted that When **F4 (Recognize Factor)** goes up by 1 standard deviation, **V26 Accountability** goes up by 0.715 standard deviations.

Table – 7: *Impact of Regulating Variables on Regulating Factor of Morality of Women Employee*

Response	Predicted	Unstandardised Reg. Weights	S.E.	C.R.	P	Standardised Reg. Weights
V27 Job Content	Regulating Factor	.528	.055	9.539	***	.462
V28 Compatibility with fellow		.771	.057	13.642	***	.699
V29 Chain of command		.630	.052	12.155	***	.603
V30 working rights		.367	.056	6.509	***	.319

The probability of getting a critical ratio as large as 13.64 in absolute value is less than 0.001. In other words, the regression weight for **F5 (Regulating Factor)** in the prediction of **V28 Compatibility with Fellow Worker** is significantly different from zero at the 0.001 level (two-tailed). It is estimated that When **F5 (Regulating Factor)** goes up by 1 standard deviation, **V28 Compatibility with Fellow Worker** goes up by 0.699 standard deviations. The probability of getting a critical ratio as large as 12.153 in absolute value is less than 0.001. In other words, the regression weight for **F5 (Regulating Factor)** in the prediction of **V29 Chain of Command** is significantly different from zero at the 0.001 level (two-tailed). It is estimated that When **F5 (Regulating Factor)** goes up by 1 standard deviation, **V29 Chain of Command** goes up by 0.603 standard deviations.

Table – 8: *Impact of Security Variables on Security Factor of Morality of Women Employee*

Response	Predicted	Unstandardised Reg. weights	S.E.	C.R.	P	Standardised Reg. weights
V16 Self respect	Security Factor	1.074	.080	13.364	***	.837
V15 Suitable work		.332	.052	6.421	***	.284
V17 safe working condition		1.031	.078	13.284	***	.825

The probability of getting a critical ratio as large as 13.362 in absolute value is less than 0.001. In other words, the regression weight for **F6 (Security Factor)** in the prediction of **V16 Self Respect** is significantly different from zero at the 0.001 level (two-tailed). It is predicted that When **F6 (Security Factor)** goes up by 1 standard deviation, **V16 Self-respect** goes up by 0.837 standard deviations. The probability of getting a critical ratio as large as 13.282 in absolute value is less than 0.001. In other words, the regression weight for **F6 (Security Factor)** in the prediction of **V17 Safe Working Condition** is significantly different from zero at the 0.001 level (two-tailed). It is predicted that When **F6 (Security Factor)** goes up by 1 standard deviation, **V17 Safe Working Condition** goes up by 0.825 standard deviations.

Table – 9: *Impact of Esteem Variables on Esteem Factor of Morality of Women Employee*

Response	Predicted	Unstandardised Reg. weights	S.E.	C.R.	P	Standardised Reg. weights
V8 Treatment of individual	Esteem Factor	.868	.064	13.475	***	.764
V18 Quality of Equipment		.652	.057	11.355	***	.572
V7 Development & Progress		.608	.056	10.872	***	.536

The probability of getting a critical ratio as large as 13.473 in absolute value is less than 0.001. In other words, the regression weight for **F7 (Esteem Factor)** in the prediction of **V8 Treatment of Individual** is significantly different from zero at the 0.001 level (two-tailed). It is predicted that When **F7 (Esteem Factor)** goes up by 1 standard deviation, **V8 Treatment of Individual** goes up by 0.764 standard deviations. The probability of getting a critical ratio as large as 11.353 in absolute value is less than 0.001. In other words, the regression weight for **F7 (Esteem Factor)** in the prediction of **V18 Quality of Equipment** is significantly different from zero at the 0.001 level (two-tailed). It is predicted that When **F7 (Esteem Factor)** goes up by 1 standard deviation, **V18 Quality of Equipment** goes up by 0.572 standard deviations.

Table – 10: *Impact of Morality of Women Employees on Work Outcomes*

Response	Predicted	Unstandardised Reg. weights	S.E.	C.R.	P	Standardised Reg. weights
Belongingness	Morale	.552	.055	10.133	***	.780
Retention		.406	.040	10.206	***	.637
Job Satisfaction		.268	.034	7.909	***	.427

The probability of getting a critical ratio as large as 10.204 in absolute value is less than 0.001. In other words, the regression weight for **Morale** in the prediction of **Retention** is significantly different from zero at the 0.001 level (two-tailed). It is predicted that When **Morale** goes up by 1 standard deviation, **Retention** goes up by 0.637 standard deviations. The probability of getting a critical ratio as large as 10.132 in absolute value is less than 0.001. In other words, the regression weight for **Morale** in the prediction of **Belongingness** is significantly different from zero at the 0.001 level (two-tailed). It is observed that When **Morale** goes up by 1 standard deviation, **Belongingness** goes up by 0.78 standard deviations. The probability of getting a critical ratio as large as 7.907 in absolute value is less than 0.001. In other words, the regression weight for **Morale** in the prediction of **Job Satisfaction** is significantly different from zero at the 0.001 level (two-tailed). It is predicted that When **Morale** goes up by 1 standard deviation, **Job Satisfaction** goes up by 0.427 standard deviations.

CONCLUSION

It is observed that among the seven women employees' morality factor, the Regulating and Recogniton factor has influence the total women employees' morality in unorganized sector. More and above the total women employees' morality has influence employee feeling about their job belongingness and Job retention than women employees job satisfaction.

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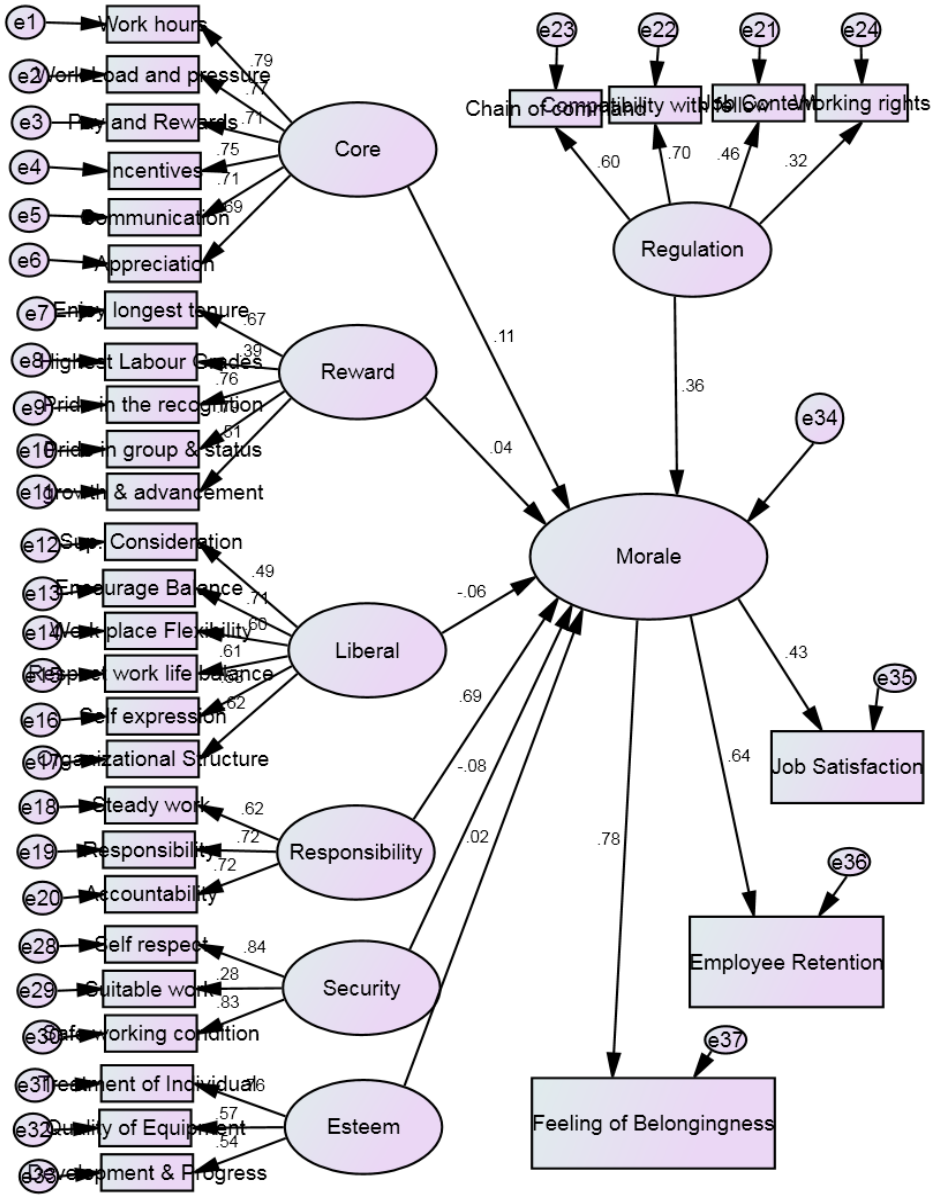
Annexure – 1: *Confirmatory Equation Model shows the Impact of Women Employees Morality Factor on Job Satisfaction, Retention and Belongingness*



Annexure – 2: *Factors Contributes Morale of Women Employees Working in an Unorganized Sector*

Naming of Factors	Name of the dimensions	Label	Morality variables	Factor Loading
F1	Core Factor	V1	Work hours	.909
		V2	Work Load and pressure	.803
		V3	Pay and Rewards	.797
		V5	Incentives	.719
		V6	Communication	.696
		V4	Appreciation	.679

F2	Reward Factor	V19	Enjoy longest tenure	.851
		V20	Highest Labour Grades	.777
		V22	Pride in the recognition	.701
		V21	Pride in group & status	.666
		V23	growth & advancement	.399
F3	Liberal Factor	V9	Sup. Consideration	.799
		V10	Encourage Balance	.754
		V11	Work place Flexibility	.685
		V12	Respect work life balance	.631
		V14	Self-expression	.432
		V13	Organizational Structure	.430
F4	Recognize Factor	V24	Steady work	.818
		V25	Responsibility	.771
		V26	Accountability	.626
F5	Regulating Factor	V29	Chain of command	.854
		V28	Compatibility with fellow	.604
		V27	Job Content	.494
		V30	Working rights	.458
F6	Security Factor	V16	Self-respect	.702
		V15	Suitable work	.679
		V17	Safe working condition	.636
F7	Esteem Factor	V8	Treatment of Individual	.708
		V18	Quality of Equipment	.707
		V7	Development & Progress	.415